



I-A€T CORE VALUES

Integrity: Adherence to moral principles and professional ethics - sound character.

- Employees
 - exhibit ethical behavior in all that they do;
 - act with a sense of purpose and responsibility for the City's success; and
 - keep commitments and do what they say they will do.

Accountability: As individuals and as an organization, we recognize our decisions and actions positively impact the community through best practices.

- Employees
 - take responsibility for their actions;
 - show initiative and do not wait to be told what to do; and
 - learn from their mistakes, problems, and other situations.

Caring: Enthusiastically embracing our community through a performance culture.

- Employees
 - treat others as they want to be treated;
 - deal with conflict in a constructive and professional manner; and
 - are willing to listen and value the ideas of others.

Courage: Have the courage to make difficult and innovative decisions and stand by them.

- Employees
 - do the right thing even if it is not easy, expedient, or popular;
 - exhibit sound judgment when making decisions or taking action; and
 - are willing to take a calculated risk.

Teamwork: Valuing our colleagues and community by working collaboratively.

- Employees
 - value creativity, innovation, imagination and fresh ideas;
 - support collaboration and partnerships across the organization; and
 - exhibit a positive "can-do" attitude.